Adam **McKerlie**

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EXPERIENCE

Vidyard

Sr. Director of Engineering, Jan 2025 - Current

Currently leading the entire Engineering department at Vidyard, overseeing execution, delivery, and strategic planning across multiple teams and initiatives.

My responsibilities include:
- Ensuring successful, on-time delivery of key projects and initiatives across the organization
- Improving engineering team velocity by implementing new planning, estimation, and delivery processes
- Partnering with Product and Executive teams to align roadmap execution with company goals
- Mentoring and hiring engineering leaders and supporting career growth through structured feedback and coaching
- Introduced a quarterly planning process to help hold teams accountable and provide transparency to the rest of the organization.

Replicant.ai

Director of Engineering, Dec 2023 - Jan 2025

Replicant is one of the leaders in Call Centre automation. I led multiple teams building out this automation, a low-code platform for building bots and Replicant's data engineering teams. Half of Replicants engineering team reported to me.

My responsibilities included:
- Hiring and mentoring multiple engineering managers and engineers. Creating and launching new teams and products
- Creating a 1 year and 5 year vision for where Replicant is going with respect to self service bots.
- Created the project management process between Product and Engineering to better plan, deliver and communicate projects.
- Built out Replicant's first low-code Bot Builder, allowing customers to self-serve changes to their bot

Sentry.io

Site lead for the Toronto office. Grew it from 6 engineers to over 50 people including finance, support, marketing and sales.

Director of Engineering, Jan 2023 - Oct 2023

Led multiple teams at Sentry as well as represented the Toronto office at the Executive level. This included pivoting multiple teams to better align with the business objectives. I also launched and managed Sentry's engineering blog (https://sentry.engineering) which included everything from planning content, getting engineers engaged and promotion.

My responsibilities included:
- Hiring and mentoring multiple engineering managers, engineers, and non-technical staff
- Building out process for promoting and leveling engineering managers
- Working with the Director of Product to lead multiple revenue streams

Sr. Engineering Manager, June 2020 - Jan 2023

I led multiple teams that built out key parts of Sentry, including our second SKU, Performance and key features such as Discover, Dashboards and Pricing. Built out the Performance SKU from $0 to $25 million in ARR.

My responsibilities included:
- Grew a single team into multiple teams including engineerings, designers and product managers
- Responsible for product development, customer outreach and quarterly planning
- Mentored engineers from new grads to staff-level.

G Adventures

Director of Software Engineering, September 2019 - June 2020
I lead multiple teams under the Customer Systems umbrella. These teams are responsible for our major eCommerce sites (gadventures.com), our agent booking portal, our operational communication tooling and mobile apps. I directly manage two managers and two tech leads and have over 20 people reporting to me. These applications are responsible for over $500 million in revenue, sending out millions of transactional emails to our passengers and helping our passengers navigate on the ground through our mobile apps.

As part of the senior management team at G Adventures, I've been a part of mergers and acquisition teams that have brought new organizations into G, aligning their systems with ours and helping merge cultures between multiple development teams.

My responsibilities include:
- Negotiating new software licenses
- Building out a multi-year roadmap for our customer-facing applications
- Working with VP's and C-level

Director of Software Engineering, January 2017 - August 2019
I lead multiple teams under the Operational Systems umbrella. These teams develop websites for our Tour Leaders, our Budgeting and Product systems for building all of our trip content, our Machine Learning and Analytics system. I've been mentoring developers at all levels of experience, bringing on new University and Bootcamp grads to helping Senior developers transition into management. My responsibilities also include planning and designing large systems, building out multi-year, multi-product roadmaps and managing a budget of over $13,000,000.

My responsibilities include:
- Lead multiple teams of developers, product managers and supporting staff.
- Working with all levels of the business to push initiatives forward.
- Keep up to date with the latest technologies to ensure the development teams are on the right track
- Scale the Technology department from 10 staff to 60 and growing.

Engineering Manager, JULY 2013 – DECEMBER 2016
I led a team of developers that developed the primary website for G Adventures Tour Leaders (called G CEOs) as well as our Budgeting website. This included various tools that helped CEOs perform their jobs better, and know which trips they were leading and who was on it. I lead the team building out tools to pay CEOs, send CEOs money to pay for various things on their trips and record expenses from those trips.

My responsibilities included:
- Growing the team from 2 people to 6.
- Managing performance reviews, raises and performance plans for individuals who were not performing.
- Planning features, working with stakeholders to determine priority, project management of various projects and managing multiple projects at once.
- Working with other Managers, Directors and VPs to improve business processes, both in Technology and outside.

Software Developer, JUNE 2010 – JULY 2013
Migrated internal applications from PHP to Django. This involved:
- Meeting with different departments to gather requirements and manage timelines.
- Rewrite and create existing and new functionality to meet the needs of users worldwide.
- Built a hybrid authentication model to allow users to use both the legacy and new application
- Built a system to manage on-trip costs. This system is still in existence and manages over $100 million in expenses a year.

Telus Communications (Electronic Child Health Network)

Software Developer, MAY 2009 – JUNE 2010

Worked with a team of developers to maintain the infrastructure that allows Hospitals to send patient information.

- Worked to create scripts, programs and other tools to help other members in their daily activities.
- Worked on a few different online applications that displayed patient information, and allowed doctors to create referrals.
- Created an optical character recognition program to read incoming faxes and process them into our system.
- Responsible for the critical link between the Hospitals and our network

Rogers Media

Software Developer / QA Analyst, 2007 – 2008

Worked with a team to develop and test mission-critical applications and servers.

- Created and implemented test cases and documents
- Upgraded and tested an entire suite of servers
- Responsible for the quality of service provided including providing SLAs

EDUCATION

BACHELOR OF COMPUTER SCIENCE, HONOURS

University of Guelph, Guelph, ON – 2005 - 2009

Minor in Business Administration